

The Teachers Association of Lancaster and the Lancaster School District

Joint Proposal for the 2026-27 School Year

The Teacher's Association of Lancaster (TAL) and the Lancaster School District (District) are interested in engaging in meaningful dialogue to improve the function and clarity of our collective bargaining agreement. We look forward to sharing information openly and discussing a range of options with the understanding that these collaborative conversations will lead to a mutually agreeable resolution.

TAL and the District have a joint interest in opening the following articles for review:

- Article XX - Basic Salary
- Article XXI - Employee Benefits

Both TAL and the District agree that each will select one article to be opened, determined prior to negotiations.

Both Parties are committed to the following:

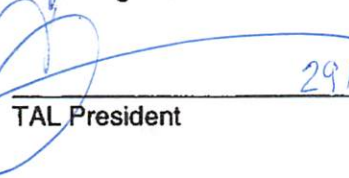
- Financial stability of the District
- Equitable salary and benefits
- Association/Management partnership
- Commitment of the District
- Attract and retain highly qualified instructional staff
- Providing safe working conditions

Agreed June 16, 2026

For TAL:



Chief Negotiator




TAL President

29 MAY 2026

For Lancaster School District:



Assistant Superintendent, HRS



Superintendent